

Panaji, 15th June, 1978 (Jyaistha 25, 1900)

SERIES II No. 11



# OFFICIAL GAZETTE

## GOVERNMENT OF GOA, DAMAN AND DIU

### GOVERNMENT OF GOA, DAMAN AND DIU

#### Department of Personnel and Administrative Reforms

##### Notification

No. 3-36-77-Div. I

Read: — Order of even number dated 22-4-1978.

In exercise of the powers conferred on him by Rule 25(3) of the Goa, Daman and Diu Civil Service Rules, 1967, the Administrator of Goa, Daman and Diu, is pleased to appoint Shri Alfredo Frederico Lucas Noronha, Superintendent (outside the Secretariat) to the Grade II post of Goa, Daman and Diu Civil Service in the scale of Rs. 650-30-740-35-810-EB-35-880-40-1000-EB-40-1200 and post him as Tribal Project Officer, Collectorate of Daman, Daman from the date of his taking over the charge of the said post. The appointment is on ad-hoc basis.

With effect from the date of taking over by Shri Alfredo Frederico Lucas Noronha as Tribal Project Officer, Shri K. V. Goswami, B. D. O., Daman is relieved from the additional charge of the post of Tribal Project Officer, Daman.

The appointment of Shri Xantaram Dharwatkar, Superintendent (outside the Secretariat) as Tribal Project Officer, Collectorate of Daman, Daman ordered vide Notification of even number dated 3-3-1978 should be treated as cancelled.

By order and in the name of the Administrator of Goa, Daman and Diu.

V. J. Menezes, Under Secretary (Personnel).

Panaji, 8th June, 1978.

#### Secretariat Administration and Co-ordination Division

##### Order

No. 1-1-70-Pers.-Div. III

Shri J. M. R. Almeida, Mamlatdar Daman who is presently on leave is hereby transferred and posted as Mamlatdar, Pernem vice Shri A. M. Bhandare, Mamlatdar Pernem transferred and posted as Mamlatdar Daman.

Shri Almeida shall take over the post of Mamlatdar Pernem after the expiry of his leave.

By order and in the name of the Administrator of Goa, Daman and Diu.

K. N. S. Nair, Under Secretary (S. A. & C.).

Panaji, 13th June, 1978.

##### Order

No. 1-18-69-III-Div. III

The Revenue Higher Standard Examination for Mamlatdars was held from 16-1-78 to 20-1-78. Shri X. S. Contoco Mamlatdar-cum-Block Development Officer, Diu who appeared for the said examination is declared as passed.

The following candidates have failed in one or more papers of the Revenue Higher Standard Examination. The papers in which they have failed have been indicated against their names.

	Name	Papers in which failed
1.	Shri P. S. Nadkarni, Mamlatdar, Bardez	Paper I
2.	Shri S. P. Camotim, Mamlatdar, Satari	Paper I and V
3.	Shri J. J. Barreto, B.D.O., Margao	Paper I, IV, V, VIII & IX
4.	Shri I. A. F. Barreto, Mamlatdar, Mormugao	Paper I, IV, V and IX

K. N. S. Nair, Under Secretary (S.A. & C.)

Panaji, 5th June, 1978.

#### Works, Education and Tourism Department

##### Order

No. 17-13-78-WET

Government is hereby pleased to constitute a sub-committee of the Technical Education Advisory Council for Goa, Daman and Diu for the creation of special incentives for lady students so that greater interest is created in them for Technical, Vocational and Art Education, with the following members:

1. Shri R. S. Kenkre, Director of Training, Board of Apprenticeship Training, Bombay. — Chairman.
2. Shri V. N. Datta, Asstt. Education Advisor (T), Govt. of India, Ministry of Education and Social Welfare, Western Regional Office, Industrial Assurance Building, 2nd floor, V. N. Road, Churchgate, Bombay-400020. — Member.
3. Shri R. L. Mehrotra, Principal, College of Engineering, Farmagudi-Ponda. — Member-Secretary.

The terms and conditions of the Committee shall be as follows:

- i) The Committee shall consider all aspects of creation of special incentives so that more girl students are attracted to Technical and Vocational Courses in the Territory.
- ii) The Committee may hold as many meetings as necessary either at Bombay or Panaji at the mutual convenience of the members. The Committee shall submit its recommendations to the Technical Education Advisory Council for Goa, Daman and Diu, before its forthcoming

meeting scheduled to be held sometime in the month of September, 1978.

(iii) The Committee shall cease to function as soon as the report is presented to the Technical Education Advisory Council or within one year of its constitution whichever is earlier.

The non-official members of the Committee shall be paid TA/DA as admissible to the Grade I Officers.

The expenditure shall be met from the funds provided in the Budgetary provision of Govt. Polytechnic, Panaji.

By order and in the name of the Administrator of Goa, Daman and Diu.

F. A. Figueiredo, Under Secretary (Works, Education and Tourism).

Panaji, 9th June, 1978.

### Revenue Department

#### Notification

No. RD/TNC/BND/280/67-LXXXII

In pursuance of the proviso to sub-section (3) of Section 26 of the Goa, Daman and Diu Agricultural Tenancy Act, 1964, the Government hereby specify the following bund/s prescribed in the schedule appended hereto as protective bund/s for the purpose of the said proviso:—

#### SCHEDULE

Sr. No.	Name of the bund	Village	Taluka	Approximate area protected (in Hectares)	Description of the bund
1	2	3	4	5	6
1.	Antelicho Cantor	Panchavadi	Ponda	4 direct & 12 indirect	The bund starting from the paddy field "Voilem Vod" belonging to Shri Babto Savordecar and ending with the same field. The bund is marginal to the river Zuari.
2.	Maxem Bhat	Surla	Bicholim	2	The bund starting from the property namely Maxem Bhat belonging to Shri Abdul Shah Muzawar, situated at Surla and running marginal to the river Mandovi and ending with the property of Shri Muzawar, situated at Surla of Bicholim Taluka.
3.	Taricho Addo Xencrem	Surla	Bicholim	2	The bund starting with the property of Shri Sakhararam Keshav Xeth situated at Surla and running marginal to the bund and ending with the property of V. S. Dempo situated at Surla of Bicholim Taluka.
4.	Bhamiem Xet	Rumod (Pale)	Bicholim	1.50	The bund is starting from the paddy field BHAMIEM XET belonging to Shri Tukaram M. Tari and Shri Guiril M. Tari, running marginal to creek of river Mandovi at Rumod, Pale and ending with same paddy field.
5.	Datalecho Bund	Betalbatim	Salcete	20	The internal bund starting from the paddy field "Datalecho Bund" and ending with the same, both belonging to the Comunidade of Betalbatim of Salcete Taluka.

By order and in the name of the Administrator of Goa, Daman and Diu.

Egipcio Noronha Rodrigues, Under Secretary (Revenue).

Panaji, 6th June, 1978.

#### Notification

No. RD/LQN/145/75

Whereas by Government Notification No. RD/LQN/145/75 dated 31-7-1975 published on page 163 of Series II, No. 19, of the Official Gazette, dated 7-3-1975 it was notified under Section 4 of the Land Acquisition Act, 1894 (hereinafter referred to as "the said Act") that the land, specified in the schedule appended to the said Notification (hereinafter referred to as the "said land") was likely to be needed for the public purpose viz. Extension of Municipal Market at Mapusa.

And whereas the appropriate Government (hereinafter referred to as "the Government") is satisfied after considering the report made under sub-section (2) of Section 5A of the said Act, that the said land specified in the

schedule hereto is needed to be acquired for the public purpose specified above.

Now, therefore, the Government is pleased to declare under the provisions of Section 6 of the said Act that the said land is required for the public purpose specified above.

2. The Government is also pleased to appoint under clause (c) of Section 3 of the said Act, the Land Acquisition Officer, Panaji-Goa, to perform the functions of a Collector for all proceedings hereinafter to be taken in respect of the said land, and to direct him under Section 7 of the said Act to take order for the acquisition of the said land.

3. A plan of the said land can be inspected at the office of the said land Land Acquisition Officer, Panaji-Goa till the award is made under Section 11.

#### SCHEDULE

(Description of the said land)

Sr. No.	Taluka	Village/Ward	Plot No.	Survey No.	Names of the persons believed to be interested	Approximate area in sq. mts.
1	2	3	4	5	6	7
1.	Bardez	Mapusa City	1	500	Owner: Comunidade of Mapusa. Tenant: Shri Yeshwant Madhoshri.	1,280.00
2.			2	500	Owner: Comunidade of Mapusa. Tenant: Yesho Bhiva Kalangutkar.	2,792.00

1	2	3	4	5	6	7
3.	Bardez	Mapusa City	3	500	Owner: Comunidade of Mapusa. Tenant: Smt. Sulochana Gadekar.	4,178.00
4.	"	"	4	500	Owner: Comunidade of Mapusa. Tenant: Shri Gopi R. Usapkar.	4,224.00
<i>Boundaries:</i>						
North: Public Road Mapusa-Aldona. South: Nala. East: Public Road Mapusa-Maredo. West: Mapusa Municipal Market and Survey No. 499.						
Total .....						12,474.00

By order and in the name of the Lt. Governor of Goa, Daman and Diu.

V. V. Mongia, Secretary (Revenue).

Panaji, 8th June, 1978.

### Industries and Labour Department

#### Order

No. IRM/CON/(217)/77/IT-22/78

Whereas the Lieutenant Governor of Goa, Daman and Diu is of the opinion that an industrial dispute exists between the employers in relation to the management of M/s. Cine Vishant, Margao and their workman Shri Gregorio Fernandes, operator, represented by the Cinema Employees Union, Margao, in respect of the matters specified in the Schedule hereto annexed (hereinafter referred to as the "said dispute");

And whereas the Lieutenant Governor of Goa, Daman and Diu considers it expedient to refer the said dispute for adjudication;

Now, therefore, in exercise of the powers conferred by clause (d) of sub-section (1) of section 10 of the Indus-

trial Disputes Act, 1947 (Central Act 14 of 1947), the Lieutenant Governor of Goa, Daman and Diu hereby refers the said dispute for adjudication to the Industrial Tribunal, Goa, Daman and Diu, Dona Paula (Goa) constituted under section 7-A of the said Act.

#### SCHEDULE

"Whether the action of the management of M/s. Cine Vishant, Margao, in terminating the services of Shri Gregorio Fernandes, Chief Operator, with effect from 2-10-77 is legal and justified?

If not, to what relief the workman is entitled?"

By order and in the name of the Lieutenant Governor of Goa, Daman and Diu.

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 7th June, 1978.

#### Notification

No. 1/459/75-LAB(S. E.)

In exercise of the powers conferred under section 65 of the Goa, Daman and Diu Shops and Establishments Act, 1973 (Act 13 of 1974), the Administrator of Goa, Daman and Diu hereby suspends the operation of the provisions of sub-section (1) of section 4 and sub-section (1) of section 8 of the said Act in respect of all the shops in the area specified

in the schedule appended hereto on the dates shown against them subject to the following conditions, namely:—

- (1) The shops shall remain closed on any day in the week;
- (2) Employees shall be given holiday on any other day within the week; and
- (3) Employees who are made to work beyond 8 hours on any day or 48 hours in the week shall be paid overtime wages double the normal rates.

#### SCHEDULE

Sl. No.	Name of the Festival	Date	Area for which exemption is given	Provisions from which exemption is given
1	2	3	4	5
1.	Shri Krishna Jayanti Narvem.	15-8-78	All shops and establishments situated in Narvem village (Bicholim Taluka)	Weekly close day and opening and closing hours.
2.	Saptah (Vasco-da-Gama).	10-8-78 to 11-8-78	All the shops and establishments situated in Mormugao Municipal area.	— do —
3.	Janmastmi	25-8-78	All the shops and establishments situated in the Union Territory of Goa, Daman and Diu.	— do —
4.	Ganesh Chaturthi	3-9-78 to 7-9-78	All the shops and establishments situated in the Union Territory of Goa, Daman and Diu.	— do —
5.	Id-Ul-Fitr	6-9-78	— do —	— do —
6.	Feast of Our Lady of Agustias Pomburpa.	16-10-78	All the shops and establishments situated in Pomburpa Village.	— do —
7.	Dassara	11-10-78	All the shops and establishments situated in the Union Territory of Goa, Daman and Diu.	— do —
8.	Kojagiri Poornima Mardol	15-10-78	All the shops and establishments situated in Mardol village.	— do —

1	2	3	4	5
9. Divali	27-10-78 to 3-11-78	All the shops and establishments situated in District of Daman and Diu.	— do —	•
10. Divali	29-10-78 to 31-10-78	All the shops and establishments situated in Goa District only.	— do —	
11. Idu'z Zuha (Bakrid)	12-11-78	All the shops and establishments situated in the Union Territory of Goa, Daman & Diu.	— do —	
12. Vaikunt Chaturdashi Dindi, Margao.	13-11-78	All the shops and establishments situated in the Margao Municipal area.	— do —	
13. Nanguesh Zatra, Nangueshi.	15-11-78	All the shops and establishments situated in Nangueshi village (Ponda).	— do —	
14. Feast of St. Francis Xavier.	1-12-78 to 3-12-78	All the shops and establishments situated in Old Goa.	— do —	
15. Feast of Immaculate Conception, Panaji.	4-12-78 to 9-12-78	All the shops and establishments situated in Panaji Municipal area.	— do —	
16. Feast of Immaculate Conception, Calangute, Moira, Aldona.	8-12-78	All the shops and establishments situated in Calangute, Moira, Aldona.	— do —	
17. Muhamar	12-12-78	All the shops and establishments situated in the Union Territory of Goa, Daman and Diu.	— do —	
18. Kundaim Zatra, Cundaim.	12-12-78	All the shops and establishments situated in Cundaim village (Ponda).	— do —	
19. Shri Datta Jayanti Festival, Sanquelim.	14-12-78 to 15-12-78	All the shops and establishments situated in Sanquelim village.	— do —	
20. Christmas	20-12-78 to 26-12-78	All the shops and establishments situated in the Union Territory of Goa, Daman and Diu.	— do —	

By order and in the name of the Administrator of Goa, Daman and Diu,

P. Noronha, Under Secretary, Industries and Labour.

Panaji, 5th June, 1978.

### Law Department (Legal Advice)

#### Notification

No. LD/2793/78

The following Order which was issued by the Government of India on 19-4-1978 is hereby republished for general information of the public.

B. S. Subbanna, Under Secretary (Law).

Panaji, 30th May, 1978.

GOVERNMENT OF INDIA

(BHARAT SARKAR)

MINISTRY OF LABOUR

(SHRAM MANTRALAYA)

Dated, New Delhi, the 19th April, 1978

#### Order

S. O. — Whereas the industrial dispute exists between the employers in relation to Cement Manufacturers Association, Express Building, Churchgate, Bombay and its workmen represented by All India Cement Workers' Federation (AITUC), Ammasandra-572211, Tumkur Dist. (S. Railway) Karnataka;

And, whereas the said employers and workmen have, by a written agreement in pursuance of the provisions of the sub-section (1) of section 10A of the Industrial Disputes Act, 1947 agreed to refer the said dispute to arbitration by the

persons specified therein and a copy of the said agreement has been made available to the Central Government.

Now, therefore, in pursuance of sub-section (3) of Section 10A of the said Act the Central Government hereby publishes the said Agreement.

#### Agreement

(Under Section 10-A of the Industrial Disputes Act, 1947)

#### BETWEEN

##### Name of Parties.

Representing employers:

The Cement Manufacturers' Association,  
Express Building,  
Opp. Churchgate Station,  
Bombay-400020.

Representing workmen:

All India Cement Workers' Federation, (AITUC),  
Ammasandra-572211,  
Tumkur Dist. (S. Railway) Karnataka.

Whereas several unions affiliated to the All India Cement Workers' Federation (AITUC) submitted an identical Charter of Demands (a copy of which is annexed hereto and marked Annexure "A") to several Companies with copies to the Cement Manufacturers Association.

And Whereas the All India Cement Workers' Federation has requested the Cement Manufacturers' Association by its letter Ref. 20/77-78 dated 3rd January 1978 (a copy of which is annexed hereto and marked Annexure "B") to agree to make a joint application to the Union Government to refer their affiliates' Charter of Demands also under Section 10A of the Industrial Disputes Act to the Arbitration Board of Sarvashri G. Ramanujam and R. P. Nevatia;

And Whereas by Arbitration Agreement dated 14-10-1977 the Cement Manufacturers' Association and the Indian National Cement & Allied Workers Federation have already referred the disputes raised by the Indian National Cement & Allied Workers' Federation by its Notice of Strike dated 22-8-77 to the Arbitration of Sarvashri G. Ramanujam and R. P. Nevatia under Section 10A of the Industrial Disputes Act;

And Whereas the subject matters of the demands raised by the affiliates of the All India Cement Workers, Federation in their said Charter of Demands annexed hereto (Annexure "A") except the five demands viz. Demand No. 10 (Promotion Policy and procedure); Demand No. 11 (Recruitment); Demand No. 14 (Housing); Demand No. 20 (Acting Allowance) and Demand No. 21 (Prevention of pollution) are already pending before the said Arbitrators;

And Whereas the above-named parties hereby agree to refer the said five demands to the arbitration of the said Arbitrators under Section 10A of the Industrial Disputes Act;

Now Therefore, in pursuance to the above, the parties hereby agree to refer the said five disputes to the arbitration of:

- 1) Shri G. Ramanujam,  
2/44, Royapettah High Road, Madras-14.
- 2) Shri R. P. Nevatia,  
Bajaj Bhavan, Nariman Point, Bombay-400020.

- |  |  |
|--|--|
| (i) Specific matters in dispute:   | Whether the five demands viz. Demand No. 10 (Promotion policy and procedure); Demand No. 11 (Recruitment); Demand No. 14 (Housing); Demand No. 20 (Acting Allowance) and Demand No. 21 (Prevention of pollution) as contained in Charter of Demands appended hereto as Annexure "A" are justified. If so, to what relief are the workmen entitled. |
| (ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved:                                    | <p>(a) Cement Manufacturers' Association,<br/>Express Building<br/>Opp. Churchgate<br/>Station,<br/>Bombay-400020.</p> <p>(b) All India Cement Workers' Federation,<br/>Ammasandra-572211.<br/>Tumkur Dist. (S. Railway),<br/>Karnataka.</p>   |
| (iii) Name of the workman in case he himself is involved in the dispute or the name of the Union, if any, representing the workman or workmen in question: | All India Cement Workers' Federation.  |
| (iv) Total number of workmen employed in the undertakings affected:  | 90,000 (Approximately).  |
| (v) Estimated number of persons affected or likely to be affected by the dispute:  | 90,000 (Approximately).  |

We further agree that the unanimous decisions of the Arbitrators shall be binding on us. In case the Arbitrators are divided in their opinion, they shall appoint an umpire mutually acceptable to the Arbitrators, whose Award shall be binding on us.

The Arbitrators shall make their Award on or before 30th September 1978 but this period can be extended with the consent of the parties.

The cost of the arbitration will be borne by the employers. If there is any dispute on admissibility and reasonableness

on the questions of Cost, the arbitrators will decide the dispute.

Dated at Bombay this 22nd day of February 1978.

Signature of the parties:

*Representing employers:* *Representing workmen*

For and on behalf of the  
Cement Manufacturers'  
Association:

Sd/-  
(P. V. GUNISHASTRI)  
Chief Executive Officer

For and on behalf of the All  
India Cement Workers' Federa-  
tion:

Sd/-  
(H. N. NARENDRA PRASAD)  
General Secretary (A.I.C.W.F.)

Witnesses:

1. Sd/- (V. J. TAMHANE)

2. Sd/- (ABHAI SINGH)

We agree.

1. Sd/- (G. Ramanujam)  
2. Sd/- (R. P. Nevatia) Arbitrators

To:

The Secretary,  
Government of India,  
Ministry of Labour,  
Shram Shakti Bhavan,  
New Delhi.

Copy to:—

1. The Chief Labour Commissioner (Central), New Delhi.
2. The Regional Labour Commissioner (Central), Wakefield House, Sprott Road, Ballard Estate, Bombay-400038.
3. The Asstt. Labour Commissioner (Central), Wakefield House, Sprott Road, Ballard Estate, Bombay-400038.

#### ANNEXURE "A"

#### CHARTER OF DEMANDS

1. Pending settlement of the Charter of Demands an Interim Relief should be paid to all employees at the rate of Rs. 100/- per month from 1-3-1977.
2. *Minimum Emoluments:*
  - (a) The minimum emoluments for an unskilled employee in the works/quarry/office shall be Rs. 400/- basic, and Rs. 220/- D. A. at the All India Consumer Price Index Figure of 305, base 1960 = 100. (305 is the average of the month of October, November & December, 1976).
  - (b) This minimum emoluments for an unskilled worker shall be w. e. f. 1-3-1977.
3. *Pay Scales for Operatives:*

Grades:

E — Rs. 400.00 + (Rs. 7.80 × 7 yrs.) = Rs. 454.60 + (Rs. 10.40 × 7 yrs.) = Rs. 527.40
D — Rs. 425.00 + (Rs. 10.40 × 7 yrs.) = Rs. 497.80 + (Rs. 15.60 × 7 yrs.) = Rs. 607.00
C — Rs. 450.00 + (Rs. 15.60 × 7 yrs.) = Rs. 559.20 + (Rs. 20.80 × 7 yrs.) = Rs. 704.80
B — Rs. 475.00 + (Rs. 20.80 × 7 yrs.) = Rs. 620.60 + (Rs. 31.20 × 7 yrs.) = Rs. 839.00
A — Rs. 500.00 + (Rs. 31.20 × 7 yrs.) = Rs. 718.40 + (Rs. 39.00 × 7 yrs.) = Rs. 991.40
4. *Pay Scales for Tally Clerk (TC), Clerical, Lower Technical and Supervisory Staff.*

TC — Rs. 430.00 + (Rs. 14.00 × 8 yrs.) = Rs. 542.00 + (Rs. 18.00 × 8 yrs.) = Rs. 686.00 (Non-matriculate).
I. — Rs. 450.00 + (Rs. 18.00 × 10 yrs.) = Rs. 630.00 + (Rs. 22.00 × 10 yrs.) = Rs. 850.00.
II. — Rs. 475.00 + (Rs. 22.00 × 10 yrs.) = Rs. 695.00 + (Rs. 26.00 × 10 yrs.) = Rs. 955.00.
III. — Rs. 500.00 + (Rs. 26.00 × 10 yrs.) = Rs. 760.00 + (Rs. 32.00 × 11 yrs.) = Rs. 1112.00,

- IV. — Rs. 525.00 + (Rs. 32.00 × 10 yrs.) = Rs. 845.00 +  
(Rs. 36.00 × 11 yrs.) = Rs. 1241.00.
- V. — Rs. 550.00 + (Rs. 36.00 × 10 yrs.) = Rs. 910.00 +  
(Rs. 40.00 × 12 yrs.) = Rs. 1390.00.
- VI. — Rs. 575.00 + (Rs. 40.00 × 10 yrs.) = Rs. 975.00 +  
(Rs. 44.00 × 12 yrs.) = Rs. 1503.00.
- VII. — Rs. 600.00 + (Rs. 44.00 × 10 yrs.) = Rs. 1040.00 +  
(Rs. 54.00 × 12 yrs.) = Rs. 1688.00.

##### 5. Fitment:

- a) All employees shall be fitted in new grades on a point-to-point basis, meaning that all will get as many increments in the New Wage Scale as they got in the old scale.
- b) Persons who reach the Maximum of the Grade, shall be fixed in the next grade at the appropriate stage.

##### 6. Dearness Allowance:

Rate of Neutralisation shall be Rs. 2/- per point with a minimum of Rs. 220/- at the CPI figure of 305. (Base 1960=100). The D. A. shall not go below Rs. 220/- even if the CPI figure falls below 305.

##### 7 Additional Dearness Allowance:

- a) Operatives: 2½ basic salary to E Grade 5% to D grade and 10% to C, B, and A grade shall be paid as additional D. A.
- b) Tc., Clerical Lower Technical, and Supervisory staff — 10% of their basic salary, plus Rs. 15/- more than the D. A. payable to operatives shall be paid as Additional D. A.

##### 8. House Rent Allowance:

The existing HRA for different categories shall be increased by Rs. 25/- per month. Deduction of HRA shall remain the same as existed on the date of these demands; for those who are provided companies' quarters. There shall not be any recovery of rent for "KUTCHA" quarters.

##### 9. Job Classification:

- a) The trades in the grades shall be fixed in.
- b) The designation (job designation/Trade) and the Corresponding grade applicable to the workmen shall be as follows:—

##### Operatives

Designation	Grades
1. Shovel Operator, D.D. Operator.	A, IV.
2. Crusher operator, Miller, Crane operator, Fitter, Electrician, Wireman, Turner, Plumber, Welder, Machinist, Moulder, Pattern Maker, Civil Mistry, Wagon Driller, Pipe fitter, KEM operator, (Dozer, Dumper, Loader) Blaster;	A, B, C.
3. Silo operator, Cooler operator, packing house operator, Compressor operator, Driller, Blacksmith, Tinker liner, Khalasi maistry, Maistry, Mate LSQ.	B, C, D.
4. Carpenter, Mason, Painter, Cook, Hospital attendant.	B, C.
5. Heat exchanger, and Cleaner, Blaster attendant, Office boy and Guard.	C, D.
6. Pointman, Sample boy, Kiln greaser, HEM greaser, Khalasi.	D, E.
7. Helper, Bearer, Sweeper, Hopperman.	D.

Note: Unskilled personnel working in Grade E, if taken up for training for skilled or semi-skilled trades, work maximum 1½ years, after which they will be placed in suitable grade applicable for the trade in which they are trained.

##### Clerical Staff, Supervisory and Lower Technical

Designation	Grade	Remarks
1) Mine Foreman	VII	
2) Foreman, Chemist, Cashier, Head Time Keeper	VI, VII	
3) Burners, Supervisor, Office Asstt. Draughtsman	V, VI, VII	
4) Analyst	V	
5) Charge Hand	IV, V	Crane I/c and Mechanics will be designated as charge hands.
6) Compounder, Nurse, Stenographer, Mines mate, Gauger	III, IV, V	
7) Security searants, Sanitary I/c, TP Optr. (Knowing Shorthand), Tester	II, III, IV	
8) Clerk, Time Keeper	I, II, III, IV	Grade I will be only for promotions from Tc. grades.
9) Typist, T.P. Optr. (Not knowing shorthand)	II, III, IV	
10) Mid-wife, Telephone Optr.	I, II	
11) Head Maistry, LSQ	Tc. I.	
12) Loading Maistry	Tc.	

Note: While appointing Burner, Supervisor, Office asst. and Draughtsman, the following will be the criterion;

- a) Diploma holders and non-graduates will be confirmed in V Grade.
- b) Graduates in VI and VII grades.

Above standard designations are existing in DRY and WET Plants. Rest of the designations that are existing in various cement units should be standardised in consultations with the Unions and job description of each designations should be evolved.

##### 10. Promotion Policy and Procedure:

The following promotion policy and procedure shall be adopted in each unit of the cement industry:

- a) Promotion shall be given from unskilled category to semi-skilled category automatically after an employee has put in 10 years of service in the unskilled category.
- b) From semi-skilled to skilled lower, promotions shall be on the basis of Seniority of service.
- c) From skilled lower to skilled upper, promotion shall be on the basis of No. of years of service he has put in the low grade, viz., all those who have put in or completed 4 years of service in the lower skilled category shall be up graded to the skilled higher category and fixed at the appropriate stage.
- d) From skilled upper to highly skilled, promotions shall be vacancy based and the principle shall be seniority cum merit.
- e) Details shall be worked out in each unit in consultations with the union.
- f) Similar principle shall be evolved or formulated in respect of Tally checkers, Clerical, Lower Technical and Supervisory staff.

##### 11. Recruitment:

All vacancies arising out of retirement, death, discharge, resignations shall be immediately filled up by employees' sons/daughters or dependents of the deceased etc.

##### 12. Casual Labour and Beldies etc.

Casual employees who have or will complete six months shall be made permanent.

Conditions of service and emoluments of Badli workers shall be specifically evolved after mutual discussion and all those workers who are not provided employment on a particular day shall be paid half the wages.

#### 13. Contract Labour:

Contract system shall be totally abolished in factory/quarries and the employees working under all contractors should be taken on companies' permanent roll.

#### 14. Housing:

Quarters of proper standard shall be constructed for all employees in cement industry in a phased manner and at least 75% of the employees shall be provided with quarters. In those places where 75% is already constructed the rest of 25% shall be constructed early.

#### 15. Medical Facilities:

Free Medical Facilities and treatment including financial assistance and reimbursement of expenses incurred by the employees shall be given to those employees who are not covered by ESI Scheme.

#### 16. Leave Travel Allowance:

Employees shall be given leave travel allowance (without condition) at the rate of one month wages/salary including Dearness Allowance every year.

#### 17. Night Shift Allowance:

All employees working in II and III shift shall be given Night Shift Allowance at the rate of 10% of their basic pay.

#### 18. Heat Allowance:

Employees working in Steam loco, Boiler house, Kiln sections and Coal mills, Foundry and Smity sections and Packing plants shall be given Heat Allowance at the rate of 10% of their basic pay.

#### 19. Dust Allowance:

All those employees working in Factory and Quarry shall be given dust allowance at the rate of 10% of their basic pay. These employees should also be given one Kg. of Jaggery and 300 grams. of Coconut oil per week per head.

#### 20. Acting Allowance:

Any worker/employee who works on higher posts due to leave or absence of incumbents shall be paid the difference in wages he is getting and the minimum of the grade or post in which he acts.

#### 21. Prevention of Pollution:

All Cement factories shall immediately introduce "Electro-Static Precipitators" with "Conditioning Cooling Tower" to arrest the dust and safeguard the health of the employees from environmental and occupational pollution.

#### 22. Uniforms:

All those employees working in Factory/Quarry shall be given 3 sets of uniforms at the beginning of every year viz. January.

#### 23. Washing Allowance:

Employees shall be given washing allowance of Rs. 10/- p. m.

#### 24. Rain Coats:

Quality Rain Coats shall be given to all those employees who have to move and work in open area during rains.

#### 25. Boots:

Rubber-sole and Shock-proof boots shall be given to all Electrical and Crane Deptt. Employees and boots shall be given to all shop-floor employees of Factory/Quarry.

#### 26. Woolen Jerseys:

Quality woolen jerseys shall be supplied to all employees working in sanitation deptt., quarries, heavy and light vehicles etc., every alternate year and drivers and peons shall be given jackets (woolen) every alternate year.

#### 27. Heavy Vehicle Allowance:

Existing heavy vehicle allowance shall be doubled and introduced wherever not existing.

#### 28. Leave and Holidays:

All daily-rated workers should be given same SL, P.L. and CL as given to monthly paid employees.

Employees shall be paid for Holidays which fall on Sundays and weekly offs by way of extra payment of a day, or a substitute holiday be given in consultations with Unions.

#### 29. Concessional Cement:

Employees building their own houses shall be given cement upto 200 bags at a discount rate of 25% of the whole sale rate as a measure of concession.

#### 30. Existing Rights, Benefits and Privileges:

Employees should continue to get their existing rights, benefits and privileges etc.

TRUE COPY

ANNEXURE 'B'

All-India Cement Workers Federation

(AICWF) (AITUC)

Ammasandra-572211, Tumkur Dist. (S. Railway) Karnataka  
Ref. No. 20/77-78

Dated 3rd Jan. 1978

Shri P. V. Gunishastri,  
Chief Executive Officer,  
Cement Manufacturers' Association,  
Express Building,  
Opposite to Church Gate Rly. Station,  
Bombay-400020.

Dear Sir,

Sub: — Reference to Arbitration Board for Cement Industry regarding A. I. C. W. F. Charter of Demands.

YOU are, aware that the Affiliated Unions of All India Cement Workers Federation (A. I. T. U. C.) have submitted Charter of Demands to the Managements of several Cement Units in the country. These Demands are pertaining to revision of Wage Structure, enhancement of D. A. and H. R. A. etc., There are now 30 issues in the Charter of Demands. We had requested the Arbitration Board for Cement Industry to see that these Demands are also taken up along with the Demands submitted by the Indian National Cement and Allied Workers Federation (I. N. T. U. C.) etc., We also note that in your written statement to the Board submitted on 1.12.1977, you have referred to our charter of Demands, the Telegrams sent by some of our Unions demanding Interim Relief as well as inclusion of our Charter of Demands for Arbitration etc., You have further stated in your written statement that "in view of the Charter of Demands aforesaid and the other Charter of Demands which are expected to follow from the Unions affiliated to AICWF and other Unions having their field of activities at the various Cement Workers, it is necessary that a meeting of the Arbitration Board be held specially to consider the situation arising out of the Charter of Demands by the Unions other than those represented by the Federation which is a party to the Arbitration agreement. The C. M. A. submits that these Unions which have raised Charter of Demands (including in some cases additional demands be required to first submit their statement in support of Demands like the Federation and the C. M. A. should then be directed to file their rejoinder separately to their statements" (page 5, para 1.1.5).

DESPITE this representation made by us, as well as the proposals made by you, the Board has not yet given any directive for inclusion of our Charter of Demands and for filing your rejoinder etc., to our claim statement. On the other hand, the Board has told us during its recent sittings at Bombay on 26th & 27th Dec., 77, that legally they are bound by the reference that has been made by the Government in accordance with the arbitration agreement dated 14th September, 1977.

IN view of the above, it would be extremely difficult for us to present our view points on our Charter of Demands before the Arbitration Board for Cement Industry.

THE All India Cement Workers' Federation has its Unions in 22 Units of Cement Industry and represents a substantial number of Cement Workers. If their Demands are not taken up into consideration by the Arbitration Board, it would be gross injustice to the workers whom we represent. Because of this position, the workers in the Cement Industry whom we represent are very much agitated and are thinking of launching a strike in the immediate feature in order to press their Demands.

WE would like to submit that the only way to resolve the situation in a peaceful manner is to see that the C. M. A. and our Federation make a joint application to the Government of India to refer our Demands to a Board of Arbitration under Sec. 10 A of the I. D. Act 1947.

WE would request you to accept this proposal and see that a joint application is made to the Government of India under Sec. 10A of the I. D. ACT, to refer our dispute to the same Arbitration Board which has already been constituted, but including two more members, one from the AICWF and another from the C. M. A.

YOU will appreciate that this will meet the ends of justice. We request you to let us know your opinion before 8th of this month. If, however, we don't receive any reply, we will

be forced to take recourse to Strike action. We hope you will accept our suggestion and avoid maring Industrial relations.

Thanking you,

Yours faithfully,

for All-India Cement Workers Federation,

Sd/-

(H. N. NARENDRA PRASAD)

General Secretary

CC:

1. Shri Ravindra Verma, Minister for Labour & Parliamentary Affairs, Govt. of India, New Delhi.
2. Sri George Fernandes, Minister for Industries, Government of India, New Delhi.
3. Sri. G. Ramanujam,  
2/44, Royapettah High Road, Madras-600014.
4. Sri. R. P. Nevatia, Bajaj Bhavan, Nariman Point, Bombay-20.
5. Shri T. N. Sidhantha, President, A. I. C. W. F., 24, Canning Lane, New Delhi.

(JAGIDH PRASAD)

Under Secretary

(No. L-29013/1/78-D. III. B.)